22.138.2784

General Committee of Adjustment
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
839 PACIFIC BUILDING • 821 MARKET STREET • TELEPHONE 421-7199 • SAN FRANCISCO, CALIF. 94103

W. A. HIRST
Chairman

November 14, 1966

Mr. W. K. Bish
Secretary-Treasurer, Div. 875
Eureka, California

Org. File E-17365-49(a) NWP

Dear Sir and Brother:

Please refer to your telephone request on November 10, 1966, that I furnish you information concerning a plan whereby the seniority of the Northern and Southern District engineers could be merged into one list covering the entire Northwestern Pacific Railroad Company.

Attached find copy of a proposed merged list of the two seniority districts which would guarantee present engineers of both districts prior rights on their respective home districts. I personally prefer this plan compared to a top and bottom arrangement, since in my opinion, it is much simpler and more easily understood.

Under this plan both seniority lists are merged, or consolidated, in accordance with the engineers' date. In those cases where the dates are the same, the fireman's date was used to insure proper placement. The individual engineers' prior rights are designated in the right-hand columns and guarantees the seniority rights of the individual engineers on their home seniority district. For example, Engineer R. A. Barkhurst (Northern District) and No. 1 on the consolidated list, would never have job seniority over Southern District Engineer M. G. Griese on the Southern District. The only time that Engineer Barkhurst could hold a job on the Southern District over a prior rights Southern District engineer, is when prior rights engineers on the Southern District refuse or neglect to bid a job in on the Southern District. Even then, if Engineer Barkhurst were the successful applicant, a prior rights Southern District engineer having a displacement could displace Engineer Barkhurst from said assignment.

After the effective date of the proposed merger, if adopted, every engineer promoted and given a date from either district would be placed on the consolidated list below Engineer M. G. Griese and they would be consolidated engineers with no prior rights. Their seniority would extend over the entire railroad and all engineers on the consolidated list above them would have seniority over them on the entire railroad. After all prior rights men on both districts retire or leave the service, there will be one pure seniority list covering the entire railroad.

To implement the proposed seniority arrangement, if desired, a "Home Rule" agreement could be placed in effect to give added protection against engineers and firemen be ing forced away from their home districts.

Many of your members may ask why a seniority merger should even be considered, since they are comfortable under the present conditions. In reply, I can only refer them to the fact that modern technology, mergers and abandonments exposes everyone's seniority to a certain amount of risk and no one is sure from one day to the next but what his seniority may be adversely affected. A seniority arrangement as proposed here merely spreads the risk and at the same time provides a greater selection of work. In this day and age it would be rather foolish for engineers to be out of work on the Northern District, for example, when the Company was hireing engineers on the Southern District, or vice versa. This is a plan for the future engineers which will in no way harm the present engineers of either district.

The ideas expressed above and the suggested plan may be modified in many ways to insure complete protection and give the membership what they want; it only takes some action on the part of the engineers involved to give the plan formal consideration. I suggest that this proposal be discussed at your next division meetings, and if approved, this office shall prepare the necessary ballot. If the measure passes by two-thirds vote as required by Section 34 (c), Standing Rules, this office will then negotiate with the Company for the necessary agreements to cover.

I am forwarding copies of this letter, and attachment, to the officers of both Divisions for their perusal and future expressions.

Yours fraternally,

W. C. Hiatt

Mr. E. J. Malloy-enc.
Mr. D. J. Legg - enc.
Mr. J. W. Aubuchon-enc.